



Managing the Cadet/Senior Team

Seminar in the **TRAINING LEADERS of CADETS** curriculum
"Managing a Cadet Program" Block • Lesson M4

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Introduction

“Education is not the filling of a pail,



but the lighting of a fire.”

William Butler Yeats

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Overview & objectives

Identify Cadet Program staff positions and describe their relationship to each other.

Identify responsibilities of seniors and cadets and discuss how they can divide their labor

Describe what leadership roles are appropriate for cadets during each Phase

Identify and discuss considerations in managing the cadet staff as a system



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The staff

Who comprises a
Cadet Program staff?



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Dividing the labor

What responsibilities belong to whom?

- Seniors
- Cadets
- Seniors & Cadets

What does senior “guidance” entail?



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Match cadets with the right roles

What types of positions and expectations are appropriate for cadets in each phase?



| | | |
|------------------|----------------|-----------------------|
| Phase I | Cadet airmen | Followership |
| Phase II | Cadet NCOs | Small-Team Leadership |
| Phase III | Cadet officers | Indirect Leadership |
| Phase IV | Cadet officers | Executive Leadership |

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Managing the whole system

How do you manage the cadet staff as a system?

- Cadets' ages
- Terms of office
- Fill all staff positions?
- Squadrons without cadet officers
- Planning for the future



Is the scope of senior “guidance” constant or dynamic?

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Conclusions

Teach Responsibility. Use a team approach in planning cadet activities, teaching classes, and mentoring and disciplining cadets.

Challenge Appropriately. There should be a direct connection between your leadership expectations of cadets, the cadet's grade, and the cadet's staff assignment.

Vary Your Leadership Approach. The level of guidance you provide should become more indirect as your cadets mature and gain rank.

Plan for the Future. Anticipate your future staff scenarios, and groom today's airmen to become tomorrow's cadet officers.

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CAP: a one-room schoolhouse



“Arrange everything so that the strong have something to yearn for and the weak nothing to run from.”

- *The Rule of St. Benedict*

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